

Monitoring result for WUXI OUYITE PACKING PRODUCTS CO.,LTD on site Site 1

Monitoring

Monitored Party	: WUXI OUYITE PACKING PRODUCTS CO.,LTD	amfori ID	: 156-022112-000
Site	: Site 1	Site amfori ID	: 156-022112-001
Address	: DONGSHENG INDUSTRIAL PARK, DONGGANG TOWN, XISHAN DISTRICT,WUXI, JIANGSU	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Wuxi	Monitoring Type	: Full Monitoring
	: Jiangsu Sheng	Submission Date	: 16/09/2021
	: China	Expiration Date	: 16/09/2022

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Overall rating



Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	B
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

1. Auditing company: Intertek

Auditor: Monica Shi

APSCA number: CSCA 21700421

Audit date: September 8-9, 2021

2. In view of the facilities, the facility consists of 1F and 3F of one 3-storey building used as office, workshop and warehouse.

The business license No.: 91320205MA1XRMRG9A(1/1) Facility name: 无锡市欧亿特包装制品有限公司

Remark: the facility rented the above area from the landlord named Wuxi Hengxin Technology Co., Ltd. And 2F of one 3-storey building was used by the landlord as office. Through facility tour and employee interview, no employee was borrowed between each other and both facilities were independent in management and products.

3. At the end of the audit, all the findings were accepted by the management.

4. The local minimum wage standard is set at RMB 2020 per month, equivalent to RMB 11.61 per hour since August 1, 2018.

5. 12 months' (from August 2020 to July 2021) payroll records and 13 months and 7 days' (from August 1, 2020 to September 7, 2021) electronic attendance records were reviewed. And 10 attendance records and payroll records from July 2021, March 2021 and October 2020 were selected as samples respectively in this audit.

6. According to the electronic attendance records provided by the facility:

1) the monthly overtime hours of 10 randomly selected employees were 94 hours in July 2021 (current month);

2) the monthly overtime hours of 10 randomly selected employees were 86 hours in March 2021 (random month);

3) the monthly overtime hours of 10 randomly selected employees were 76 hours in October 2020 (random month).

7. Below documents were not uploaded:

There are no Contractors used by the facility, which makes the Contractor license/permit not applicable

There are no agencies used by the facility, which makes the agency labour contract not applicable

There are no government waivers in the facility, which makes the government waivers not applicable.

No Collective bargaining agreements were signed by the facility, which makes Collective bargaining agreements not applicable.

No fire-related license was obtained, which makes not applicable.

8. Peak season was not obvious.

9. The facility has developed prevention and control measures for covid-19, such as temperature measurement for each employee entering the plant and workshop, daily disinfection of the site, and emergency response measures, etc. #COVID-19

10. There were 45 domestic migrant employees comes from Anhui, Henan, Shandong and Yunnan Province.

Site Details

Site	: Site 1	Site amfori ID	: 156-022112-001
GICS Classification			
Sector	: Consumer Discretionary	Industry	: Textiles, Apparel & Luxury Goods
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Textiles
GS1 Classifications		Product Process Classifications	
N.A.		N.A.	

Metrics

Key Metrics

Total workforce	59 Workers
Legal minimum wage in local currency	2020 Monthly
Lowest wage paid for regular work at the site	2810 Monthly
Calculated living wage in local currency	2476 Monthly
Total sample	10 Workers

Other Metrics

Male workers	15 Workers
Female workers	44 Workers
Permanent workers - Male	17 Workers
Permanent workers - Female	46 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	4 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	17 Workers
Domestic migrant workers - Female	28 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	17 Workers
Workers hired directly - Female	46 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	1 Workers
Sample - Female	9 Workers

Findings

PA1: Social Management System

The facility had set up management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented, such as overtime working hours exceeded legal requirement. Most policies were implemented properly by facility such as sufficient regular wage paid to employees according to wage policy, sufficient fire extinguishers installed on site and maintained well according to fire safety policy, etc. It is partially against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.

企业建立了确保amfori BSCI COC有效实施的管理制度，但不是所有制度都得以有效实施，比如员工加班超时等。企业恰当的执行了大部分政策，比如企业按照工资政策给员工支付了足够的正常工资，按照消防安全政策，现场安装了足够的灭火器，并维护良好等。部分尊重amfori BSCI 行为准则，社会责任管理体系及级联效应原则。

The facility established the policy and set up the procedure about workforce capacity to be properly organized to meet the expectations of the delivery order and contracts, but the procedure was not implemented well, such as overtime hours exceeded the legal requirement. It is partially against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.

企业已经建立了管控程序为了以合适的人力资源以达到交付订单和合同的预期要求，但是由于执行不完善，导致员工月加班时间超过法律要求。部分尊重amfori BSCI 行为准则，社会责任管理体系及级联效应原则。

PA 2: Workers Involvement and Protection

The facility had provided amfori BSCI training to employees; however, 8 out of 10 interviewees did not understand the amfori BSCI requirement. The code training was conducted in August 2021. It is partially against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

企业有提供amfori BSCI培训给员工，但是随机抽取的10名员工中的8名并不理解amfori BSCI行为准则。2021年8月有提供行为准则培训。部分尊重amfori BSCI 行为准则，员工参与和保护原则。

The facility has established grievance procedure in writing, but the procedure was not complete. It did not include information of potential conflicts of interest and how to overcome it. The grievance procedure included the person who was in charge, communication process to ensure workers had access to grievance mechanism, alternative ways to raise complaints. And through employee interview, interviewees stated they knew the grievance mechanism, but no grievance was reported. It is partially against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

企业已经建立了书面的员工申诉程序，但程序内容没有包含以下信息：潜在利益冲突及如何克服。申诉机制中已经包含有专人负责，确保工人可使用申诉机制和提出投诉的替代方式。通过员工访谈，员工均了解申诉机制，但没有员工申诉过。部分尊重amfori BSCI 行为准则，员工参与和保护原则。

PA 5: Fair Remuneration

It was noted that the facility did not collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. Meanwhile, the interviewed workers and facility management did not know/understand the remuneration of decent standard of living. The minimum regular wage paid by the facility was RMB 2810 above the basic needs wage. It is partially against amfori BSCI Code of Conduct, Principle on Fair Remuneration.

企业没有按照amfori BSCI要求收集相关数据并对当地体面生活工资标准进行评估。同时，员工和管理层均不理解体面生活工资标准。企业支付的最低基本工资为RMB2810，高于体面生活工资。部分尊重amfori BSCI 行为准则，公平报酬原则。

Insufficient social insurance participated. Through reviewing the social insurance receipts from September 2020 to August 2021, auditor found that there were 63 employees, including 8 retirees, 0 new employee, 48 employees (87.27%) had participated in basic endowment insurance, unemployment insurance, employment injury insurance, basic medical insurance and maternity insurance. The facility management stated they had persuaded employees to take part in social insurance, but some employees had participated in rural insurance at based home and they did not want to participate in social insurance. The facility provided group injury insurance for 29 employees including the employees who did not participate in five kinds of social insurance from October 1, 2019 to September 30, 2020 and 17 employees including the employees who did not participate in five kinds of social insurance from September 25, 2020 to September 24, 2021. It is against amfori BSCI Code of Conduct, Principle on Fair Remuneration. and did not comply with Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance. Article 23 Employees shall participate in the basic medical insurance for employees. Article 33 Employees shall participate in the employment injury insurance. Article 44 Employees shall participate in unemployment insurance. Article 53 Employees shall participate in maternity insurance.

社会保险参保不足。通过查看从2020年9月到2021年8月的社保缴费收据，审核员发现企业共63名员工，其中8名退休员工，0名新进员工，其中有48名员工（87.27%）参加养老保险，失业保险，工伤保险，生育保险和医疗保险。企业管理人员称他们已经积极说服员工缴纳保险，但有些员工已经在老家买了农保，所以他们不愿意交。企业提供团体意外险给29名员工包括未参加五项保险的从2019年10月1日到2020年9月30日和17名员工包括未参加五项保险的从2020年9月25日到2021年9月24日。其尚未尊重amfori BSCI 行为准则，公平报酬原则，且不符合《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。

PA 5: Fair Remuneration

费。第四十四条 职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。

PA 6: Decent Working Hours

Overtime hours exceeded the legal requirement. Through document review, auditor found that 1) the monthly overtime hours of 10 randomly selected employees were 94 hours in July 2021 (current month); 2) the monthly overtime hours of 10 randomly selected employees were 86 hours in March 2021 (random month); 3) the monthly overtime hours of 10 randomly selected employees were 76 hours in October 2020 (random month). Overtime hours in most months exceeded 36 hours. The facility did not control the working hours only planned the overtime hours according orders. It is against amfori BSCI Code of Conduct, Principle on Decent Working Hours, and did not comply with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

加班时间超过法规要求。通过文件审核，审核员发现：在抽取的1) 2021年7月份（当前月）的考勤中，10名随机抽取员工的月加班时间为94小时；2) 2021年3月份（随机月）的考勤中，10名随机抽取员工的月加班时间为86小时；3) 2020年10月份（随机月）的考勤中，10名随机抽取员工的月加班时间为76小时。大部分月份加班超过36小时。企业没有管控工时，只是根据订单安排加班。其尚未尊重amfori BSCI 行为准则，体面工作时间原则，且不符合《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

PA 7: Occupational Health and Safety

1. The occupational health and safety management system was not implemented adequately, due to deviations against laws of occupational health and safety observed in Performance Area 7. The facility had obeyed the laws and regulation for most of the occupational health and safety related parts, such as there was sufficient firefighting equipment installed, there were sufficient first aid supplies and facilities available, etc. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety. 2. No occupational health examination was provided to employees engaged in post with occupational disease hazards. During facility tour, auditor found that there were 7 employees in weaving, stamping workshop contacting noise. However, no periodic occupational health examination reports which required by law for the above employees who engaged in above position were provided for review. No occupational hazardous monitoring was conducted. It is against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety and did not comply with the PRC Law of Prevention and Control of Occupational Diseases Article 35. 3. No certificate of safety production knowledge and management skill for the principal in charge. During document review, auditor found that the facility did not obtain certificate of safety production knowledge and management skill for the principal in charge. The facility obtained valid certificate of safety production knowledge and management skill for the person for the management of work safety. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety and did not comply with Law of the PRC on Work Safety Article 24.

1. 职业健康安全管理系统并未实施充分，由于在第7绩效区域发现了违反职业健康安全法规的问题。企业大部分职业健康安全相关的部分均遵循了法律法规要求，例如企业安装了足够的消防设施，配备了足够的急救物资和设施。其部分尊重amfori BSCI 行为准则，职业健康和安全原则。2. 企业未为从事职业性危害作业的职工提供的职业健康检查。在现场巡查时，审核员发现7名员工在织造和烙印车间接触噪声，但是，企业未能提供以上员工的定期职业健康检查报告供审核员审阅。企业没有做职业危害因素监测。其尚未尊重amfori BSCI 行为准则，职业健康和安全原则，且不符合《中华人民共和国职业病防治法》第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。职业健康检查费用由用人单位承担。用人单位不得安排未经上岗前职业健康检查的劳动者从事接触职业病危害的作业；不得安排有职业禁忌的劳动者从事其所禁忌的作业；对在职业健康检查中发现有与所从事的职业相关的健康损害的劳动者，应当调离原工作岗位，并妥善安置；对未进行离岗前职业健康检查的劳动者不得解除或者终止与其订立的劳动合同。职业健康检查应当由取得《医疗机构执业许可证》的医疗卫生机构承担。卫生行政部门应当加强对职业健康检查工作的规范管理，具体管理办法由国务院卫生行政部门制定。3. 企业负责人无证书。在文件审核时，审核员发现企业没有获得主要负责人证书。企业获得了有效的安全管理人员证书。其部分尊重amfori BSCI 行为准则，职业健康和安全原则，且不符合《中华人民共和国安全生产法》第24条，生产经营单位的主要负责人和安全生产管理人员必须具备与本单位所从事的生产经营活动相应的安全生产知识和管理能力。危险物品的生产、经营、储存单位以及矿山、金属冶炼、建筑施工、道路运输单位的主要负责人和安全生产管理人员，应当由主管的负有安全生产监督管理职责的部门对其安全生产知识和管理能力考核合格。考核不得收费。危险物品的生产、储存单位以及矿山、金属冶炼单位应当有注册安全工程师从事安全生产管理工作。

During document review and management interview, auditor noted that the risk assessments carried out for safety, healthy and hygienic working conditions, but workers or worker representatives were not involved in the Occupational Health and Safety risk assessment. The facility had carried out risk assessments for: 1) the special needs of the most vulnerable workers, such as pregnant woman, young workers; 2) Health & Safety. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.

通过文件审核和管理人员访谈，审核员发现企业有进行职业健康与安全方面的风险识别，但是员工或员工代表未参与风险评估。企业已经进行了风险评估：1) 最弱势工人，如孕妇和新妈妈；2) 健康安全。部分尊重amfori BSCI 行为准则，职业健康和安全原则。

PA 7: Occupational Health and Safety

Through facility tour and document review, auditor found that the risk assessments carried out for safety, healthy and hygienic working conditions were insufficient. The risk assessments did not carried out for: 1) COVID-19; 2) the occupation hazardous factor in weaving and stamping workshop. The risk assessment covered production activities, machinery and equipment. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety. #COVID-19

通过文件审阅和现场走访，企业进行职业健康与安全方面的风险识别和评估不足，如未包括1) COVID-19；2) 织造和烙印车间的职业危害因素。风险评估已涵盖生产工序，机器设备和工具，部分尊重amfori BSCI 行为准则，职业健康和安全原则。#COVID-19

1. Auditor found that raw material in the warehouse are stacked against wall. Through facility tour, auditor found that raw material in raw material warehouse are put against the wall directly. Through management interview, the management stated that they had set up warehouse fire safety procedures and trained the employees. The interviewed employees stated they knew the warehouse fire safety requirement, however, had ignored the situation because of busy production. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety and did not comply with General Rules for Fire Safety Management of Storage Occupancies article 6.8: Objects shall be piled up in the storeroom as per the following requirements: 1. The distance between the top of any pile and the roof shall not be smaller than 0.3m (for any “人”-shaped building, the distance shall be counted from the crossbeam); 2. The distance between the objects and the illumination lamps shall not be smaller than 0.5m; 3. The distance between the objects and the wall shall not be smaller than 0.5m; 2. No fire-related license was provided. During facility tour, auditor found that the facility did not obtain fire-related license for one 3-storey building. It is against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety and PRC Fire Prevention Law article 11, For the special construction projects stipulated by the competent department of housing and urban-rural construction under the State Council, the construction entity shall submit the documents of fire protection design to the competent departments of housing and urban-rural construction for review, and the competent departments of housing and urban-rural construction shall be responsible for the results of the review according to law. Article 13.

1. 审核员发现企业原料靠墙堆放。通过现场巡查，审核员发现企业原料仓库的部分货物靠墙存放。通过管理人员访谈，管理人员表示企业建立了仓库消防安全的程序，并对员工有进行相关的培训。访谈的员工表示他们知道仓库消防安全的要求，但是因为生产太忙了，忽略了仓库的要求。部分尊重amfori BSCI 行为准则，职业健康和安全原则且尚未符合《仓储场所消防安全管理通则》GA1131-2014 6.8 库房内堆放物品应满足以下要求：1 堆垛上部与楼板、平屋顶之间的距离不小于0.3m（人字屋架从横梁算起）；2 物品与照明灯具之间的距离不小于0.5m；3 物品与墙之间的距离不小于0.5m；4 物品堆垛与柱之间的距离不小于0.3m；5 物品堆垛与堆垛之间的距离不小于1m。2. 建筑无消防验收报告。在现场巡查时，审核员发现企业1栋三层建筑无消防验收报告。其尚未尊重amfori BSCI 行为准则，职业健康和安全原则和《中华人民共和国消防法》第十一条，国务院住房和城乡建设主管部门规定的特殊建设工程，建设单位应当将消防设计文件报送住房和城乡建设主管部门审查，住房和城乡建设主管部门依法对审查的结果负责。前款规定以外的其他建设工程，建设单位申请领取施工许可证或者申请批准开工报告时应当提供满足施工需要的消防设计图纸及技术资料。第十三条，国务院住房和城乡建设主管部门规定应当申请消防验收的建设工程竣工，建设单位应当向住房和城乡建设主管部门申请消防验收。前款规定以外的其他建设工程，建设单位在验收后应当报住房和城乡建设主管部门备案，住房和城乡建设主管部门应当进行抽查。依法应当进行消防验收的建设工程，未经消防验收或者消防验收不合格的，禁止投入使用；其他建设工程经依法抽查不合格的，应当停止使用。

N/A. No canteen or kitchen was provided.

不适用。未提供餐厅和食堂。

N/A. Remark: No transportation was provided by the facility.

不适用。备注：企业未提供交通。

The facility did not conduct evaluation on occupational hazard factors as per legal requirement. Through facility tour, auditor found that occupational hazardous factors such as noise existed in weaving and stamping workshop. However, the facility did not conduct occupational hazardous factors monitoring. The facility management stated that they did not know this requirement before and would apply for evaluation right now. It is against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety and Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year.

企业没有按要求进行职业危害因素检测。在现场巡查时，审核员发现企业织造和烙印车间有噪声。但是企业没有做职业危害因素监测。企业管理层表示刚知道这一要求，会立即安排申请。这尚未尊重amfori BSCI 行为准则，职业健康和安全原则和《工作场所职业卫生监督管理规定》第二十条：存在职业病危害的用人单位，应当委托具有相应资质的职业卫生技术服务机构，每年至少进行一次职业病危害因素检测。

PA 12: Protection of the Environment

The facility did not perform monitoring tests for pollutants. During facility tour, auditor found that the sanding workshop generated particulate matter. However, the facility could not provide monitoring report of waste gas for review. The facility had identified this risk and collected particulate matter regularly but did not conduct monitoring yet. They had established relevant procedure. It is partially against amfori BSCI Code of Conduct, Principle on Protection of the Environment and did not comply with Measures for Administration of Environmental Surveillance Article 21 A discharging unit shall self-monitor the situation of pollutant discharge according to the requirements of environmental protection departments above county level and the technical manual of state environmental surveillance. If a discharging unit, conforming to technical manual of state environmental surveillance, is inspected by the environmental surveillance institution under the environmental protection department above county level to meet the requirements on capability and technical conditions, its surveillance data can be used as the basis

for identification of the varieties and quantities of pollutants discharged. A discharge unit, without ability for environmental surveillance, shall commission an environmental surveillance institution under the environmental protection department or environmental surveillance institution identified by the environmental protection department at provincial level for surveillance; expenditure of the surveillance performed by an environmental surveillance institution after accepting the commission should be borne by the commissioning party, in accordance with the relevant state regulations.

企业没有对污染物的排放进行监测。在现场巡查时，审核员发现企业有磨毛工序产生颗粒物，但是企业无法提供废气监测报告供审核员审阅。企业有识别到这个风险，并且有做相应的颗粒物收集，但是解释还未来得及去做监测。有建立相关程序文件。这部分尊重amfori BSCI 行为准则，保护环境原则和《环境监测管理办法》第21条，排污者必须按照县级以上环境保护部门的要求和国家环境监测技术规范，开展排污状况自我监测。排污者按照国家环境监测技术规范，并经县级以上环境保护部门所属环境监测机构检查符合国家规定的能力要求和技术条件的，其监测数据作为核定污染物排放种类、数量的依据。不具备环境监测能力的排污者，应当委托环境保护部门所属环境监测机构或者经省级环境保护部门认定的环境监测机构进行监测；接受委托的环境监测机构所从事的监测活动，所需经费由委托方承担，收费标准按照国家有关规定执行。经省级环境保护部门认定的环境监测机构，是指非环境保护部门所属的、从事环境监测业务的机构，可以自愿向所在地省级环境保护部门申请证明其具备相适应的环境监测业务能力认定，经认定合格者，即为经省级环境保护部门认定的环境监测机构。经省级环境保护部门认定的环境监测机构应当接受所在地环境保护部门所属环境监测机构的监督检查。